

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, March 21, 2014 at the hour of 8:00 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Wiese called the meeting to order.

Present: Chairman Dorene P. Wiese, EdD and Director Ada Mary Gugenheim Director (substitute Committee Member) (2)

Board Chairman David Carvalho (ex-officio) and Directors Hon. Jerry Butler and M. Hill Hammock

Absent: Directors Jorge Ramirez and Carmen Velasquez (2)

Additional attendees and/or presenters were:

John Cookinham – System Chief Financial Officer
Kevin Frey – Senior Labor and Employment Counsel
Randolph Johnston – System Associate General Counsel

Gladys Lopez – Chief of Human Resources
Elizabeth Reidy – System General Counsel
Deborah Santana – Secretary to the Board

II. Public Speakers

Chairman Wiese asked the Secretary to call upon the registered public speakers.

The Secretary called upon the following registered public speaker:

1. George Blakemore Concerned Citizen

III. Report from Chief of Human Resources (Attachment #1)

Gladys Lopez, Chief of Human Resources, presented her report, which included information on the following subjects.

Monthly Separations
Monthly Separations by Reason
Month-over-Month Comparison of Separations by
Clinical and Non-Clinical
Month-over-Month Comparison of Separations by
MDs and RNs
CCHHS FY14 Budgeted Vacancies
FY14 Vacancies as of 2/26/14

2014 Fiscal Year Vacancies Filled
Comparison of Vacancies Filled – CY12 to CY14
(through February)
Comparison of Vacancies Filled (including Post
Grads / House Staff) – CY12 to CY14
Month-over-Month Comparison of Vacancies
Filled – FY13 to FY14
Recruiting (Social Media Update)

The Committee reviewed and discussed the information.

During the discussion of the information regarding vacancies, Board Chairman Carvalho inquired regarding the turnover factor. He noted that there were 1,100 vacancies in the budget this year; he asked whether those vacancies were funded at a particular percentage. John Cookinham, System Chief Financial Officer, responded that it was not done on an individual position basis; he will review the information further and provide a response to the question¹.

IV. Action Items

A. Minutes of the Human Resources Committee Meeting of February 21, 2014

Director Gugenheim, seconded by Chairman Wiese, moved to accept the minutes of the meeting of the Human Resources Committee of February 21, 2014. THE MOTION CARRIED UNANIMOUSLY.

B. Any items listed under Sections IV and V

V. Closed Session Items

A. Discussion of personnel matters

B. Update on labor negotiations

C. Discussion of litigation matters

Director Gugenheim, seconded by Director Wiese, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees,” and 5 ILCS 120/2(c)(11), regarding “litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.” THE MOTION CARRIED UNANIMOUSLY.

At this time, Chairman Wiese recessed the meeting to the call of the Chair, in order for the Finance Committee Meeting scheduled for 8:45 A.M. to be called to order and recessed to the call of its Chair. Following this activity, Chairman Wiese reconvened the Human Resources Committee Meeting; the Committee continued to recess the regular session and convene into closed session.

Chairman Wiese declared that the closed session was adjourned. The Committee reconvened into regular session.

VI. Adjourn

As the agenda was exhausted, Chairman Wiese declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Dorene P. Wiese, EdD, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

¹ Follow-up: response to be provided for question regarding budgeting for vacant positions and turnover adjustment.
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Human Resources Committee Meeting Minutes
March 21, 2014

ATTACHMENT #1

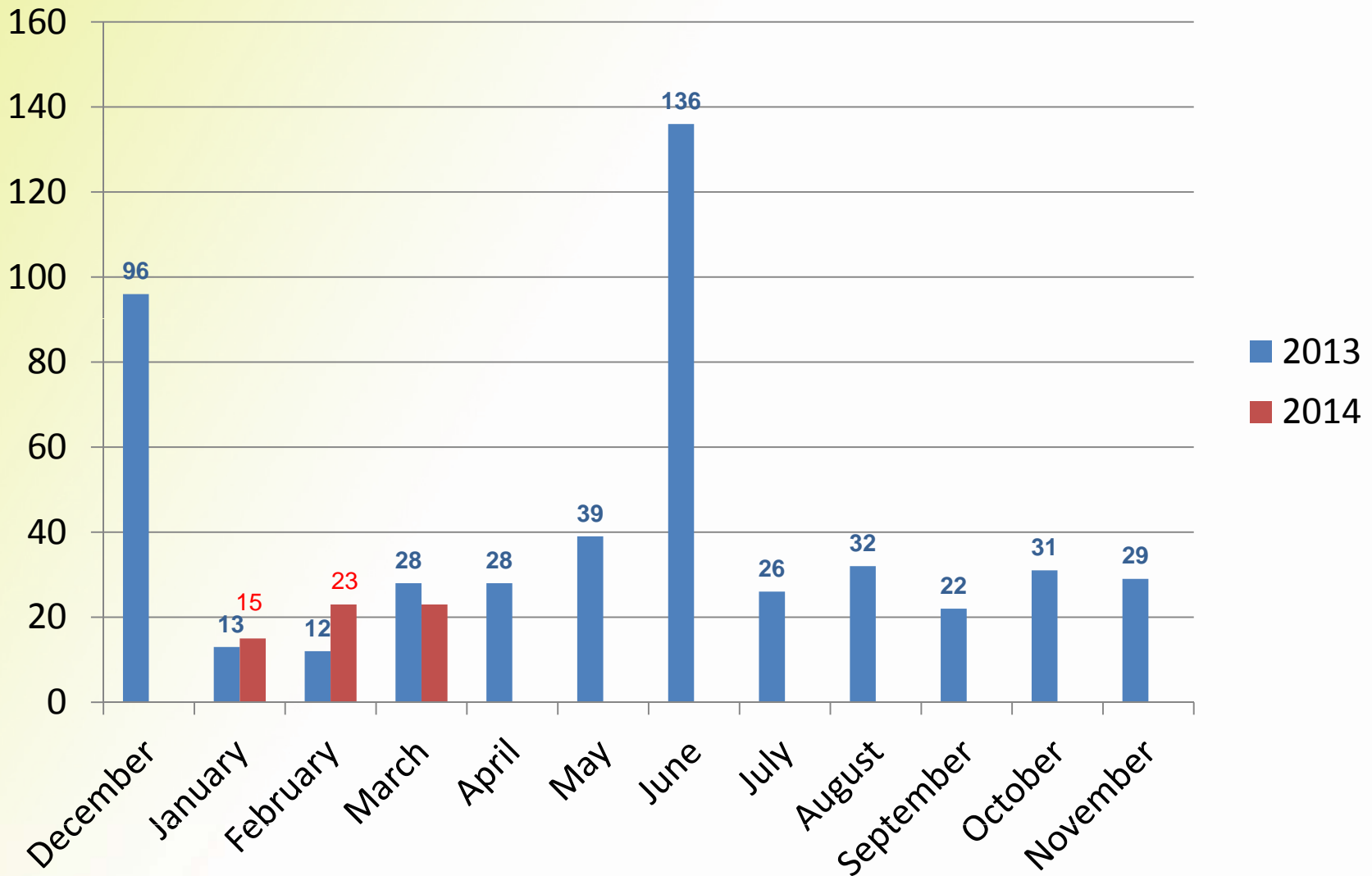


CCHHS Human Resources

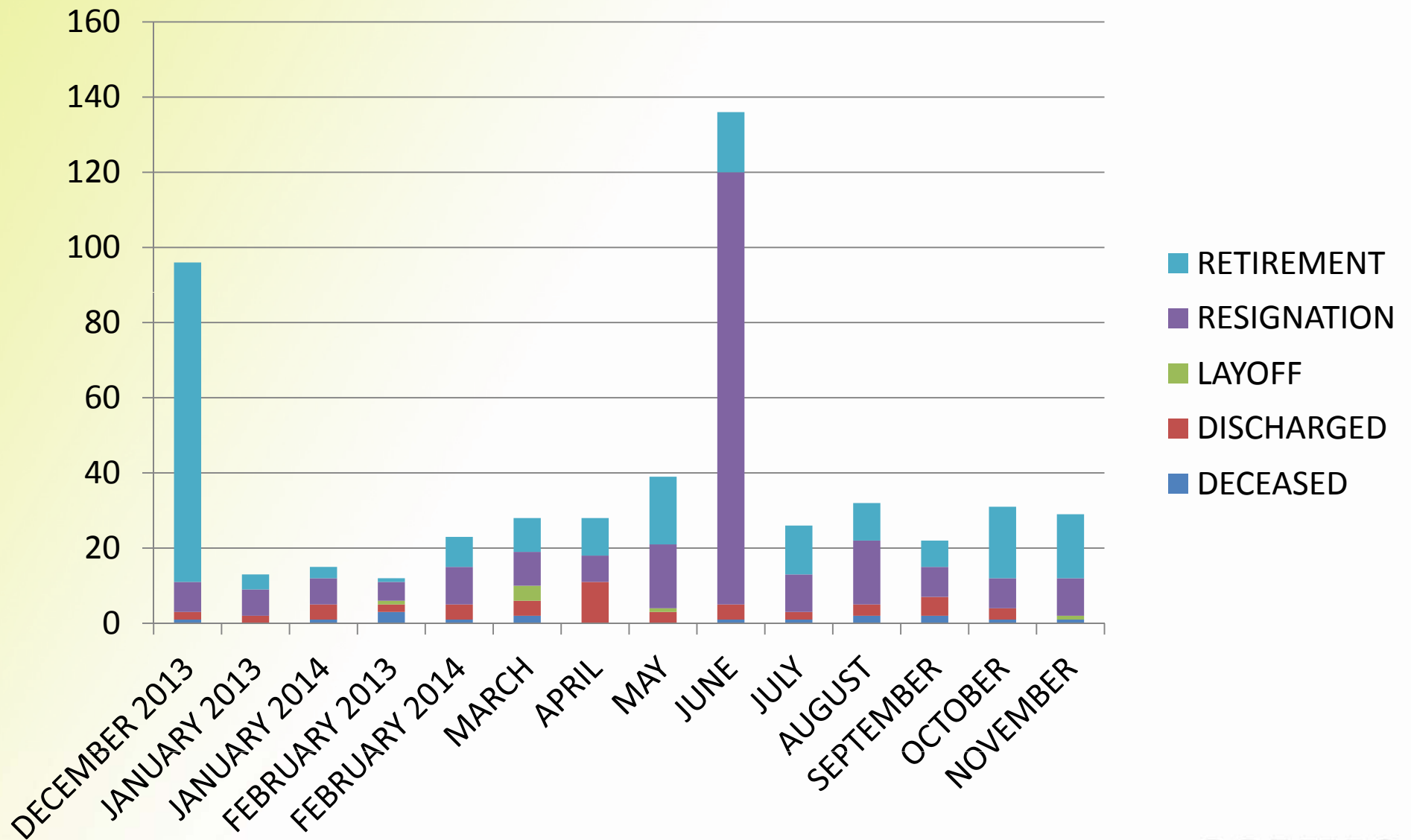
**Gladys Lopez,
Chief of Human Resources**

March 21, 2014

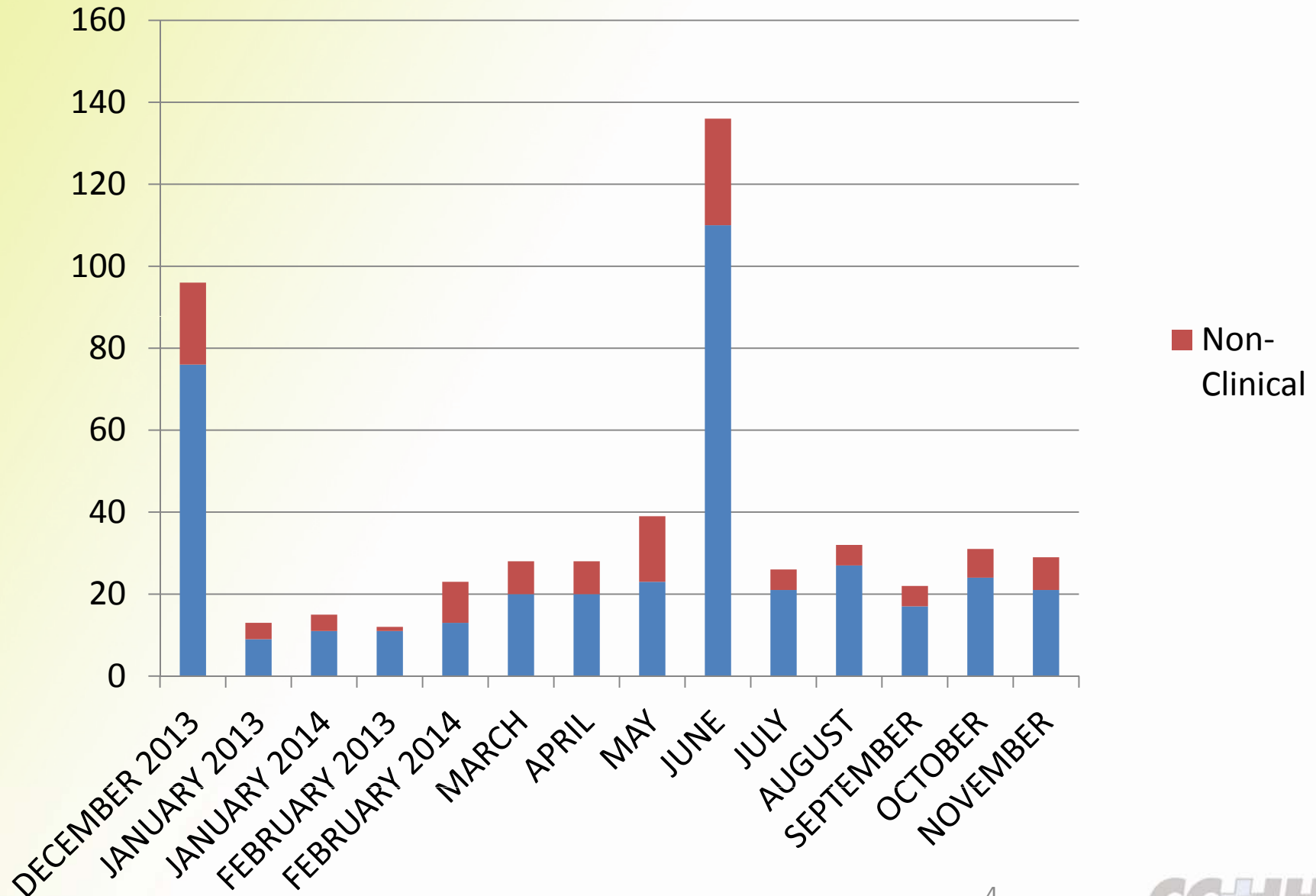
Monthly Separations



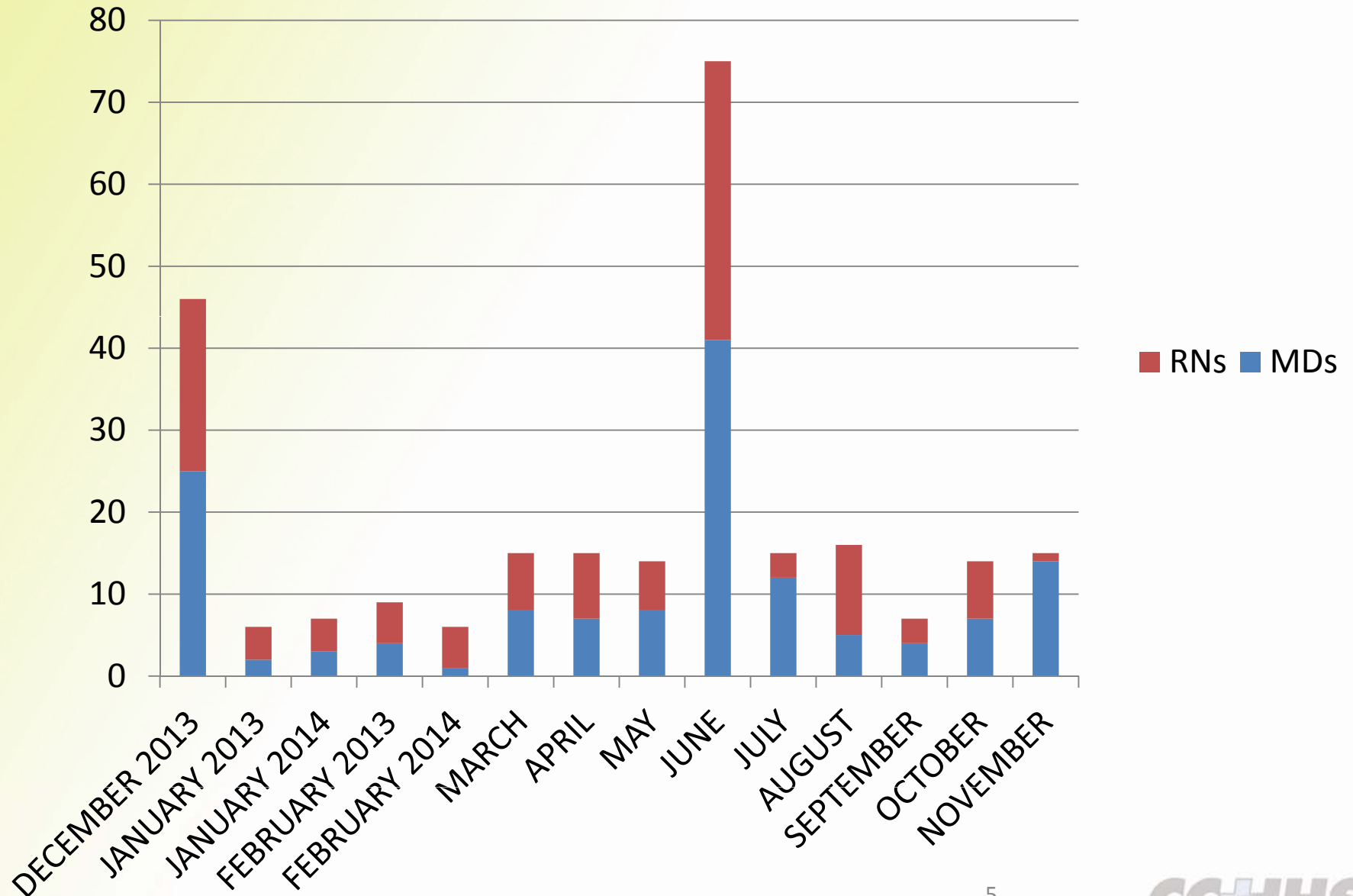
Monthly Separations By Reason



Month-Over-Month Comparison of Separations by Clinical & Non-Clinical

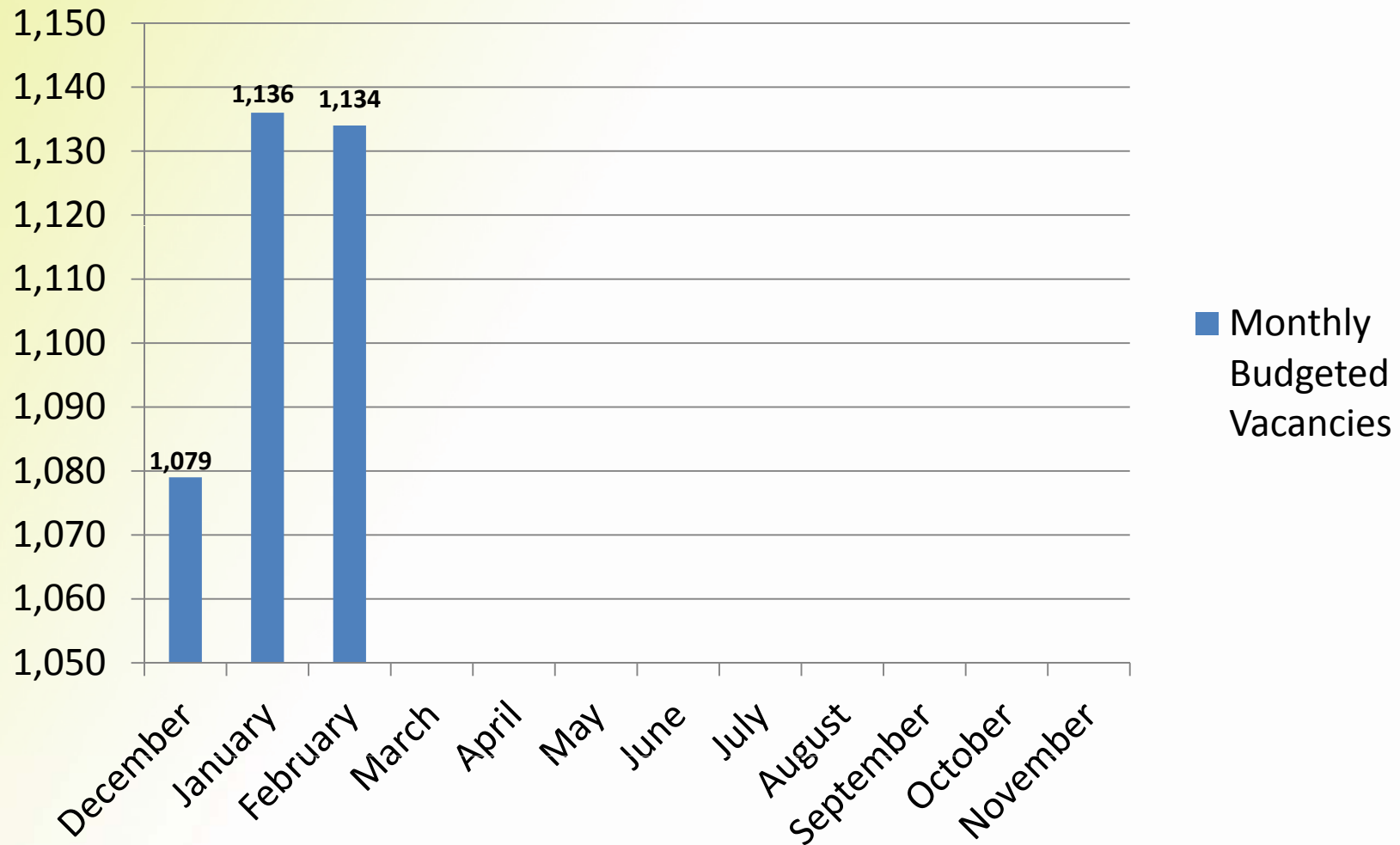


Month-Over-Month Comparison of Separations by MDs & RNs

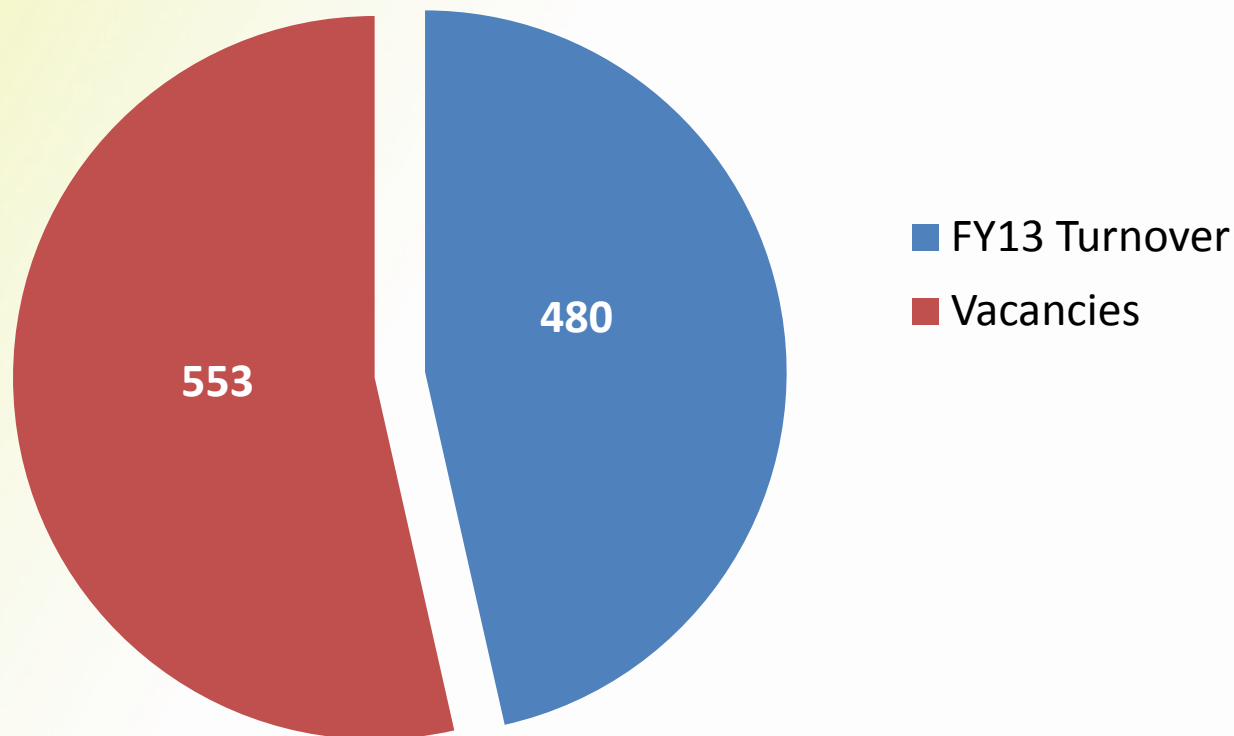


CCHHS FY14 Budgeted Vacancies (1,137)

Monthly Vacancies



FY14 Vacancies as of 02/26/14 (1,134)



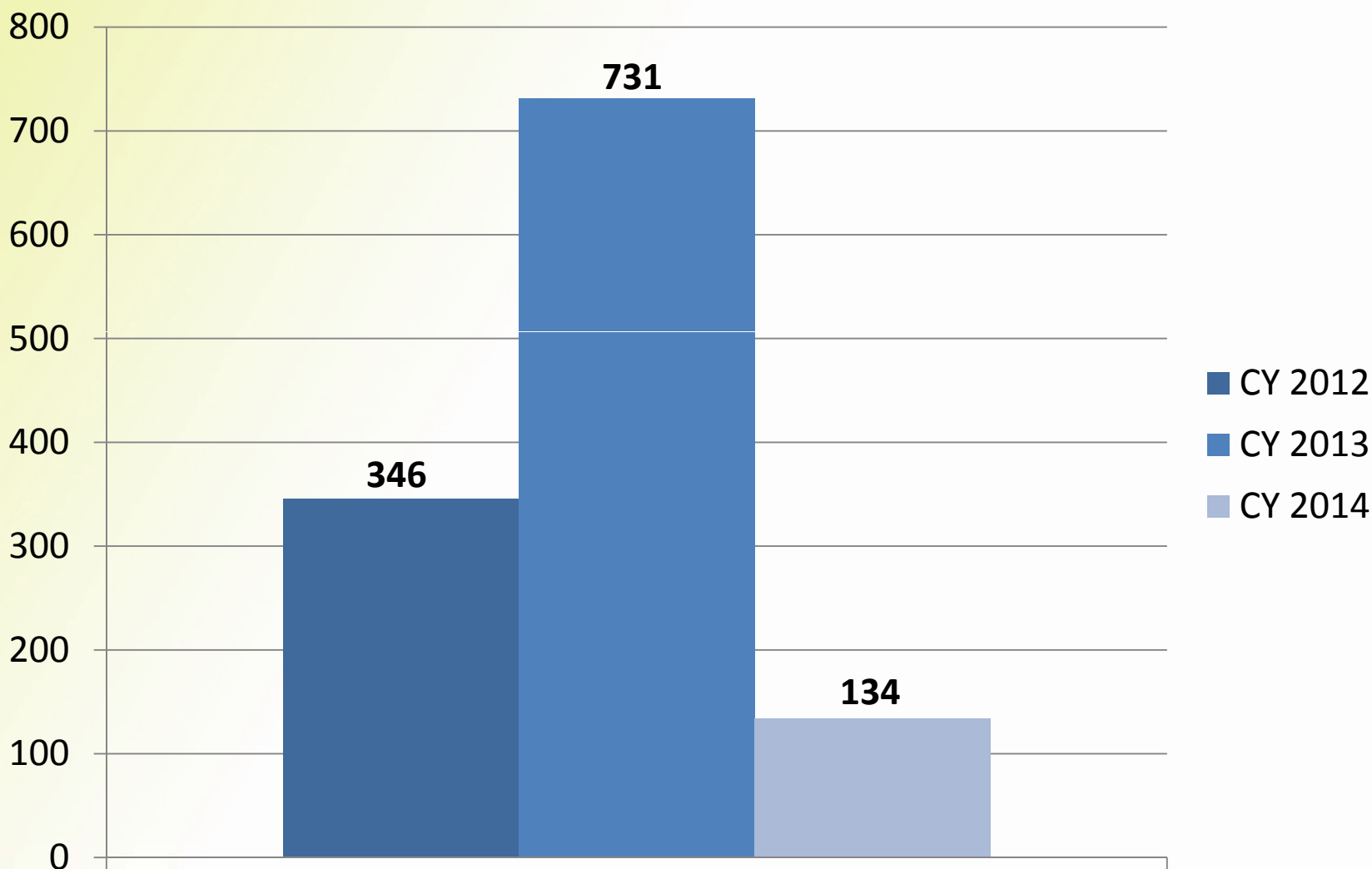
****An average Turnover Rate is between 8% to 12% with healthcare trending between 10% to 12%. 480 vacancies represents an 8% turnover rate for FY13.***

2014 Fiscal Year Vacancies Filled (12/01/13 – 12/31/14) (breakdown by Hiring Initiative)

- A total of 134 vacancies filled through 03/10/14
 - 9 Cermak
 - 6 Joint Commission
 - 75 PAC (Position Advisory Committee)
 - 19 Waiver / PCMH
 - 25 Other (Includes 21 Direct Appointments*)

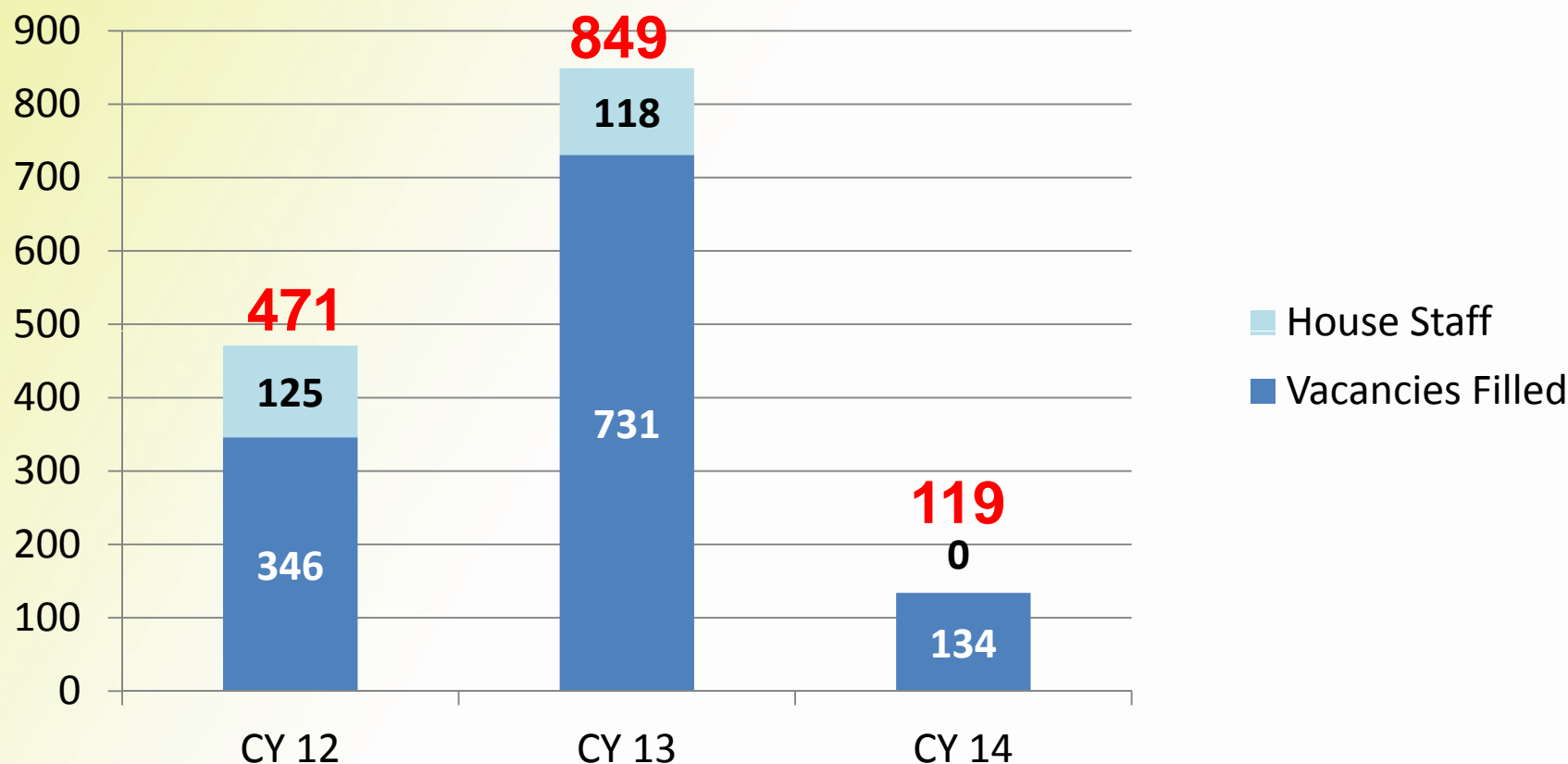
***13 Direct Appointment positions are Division Chairs**

Comparison of Vacancies Filled – CY12 to CY14* (through February)



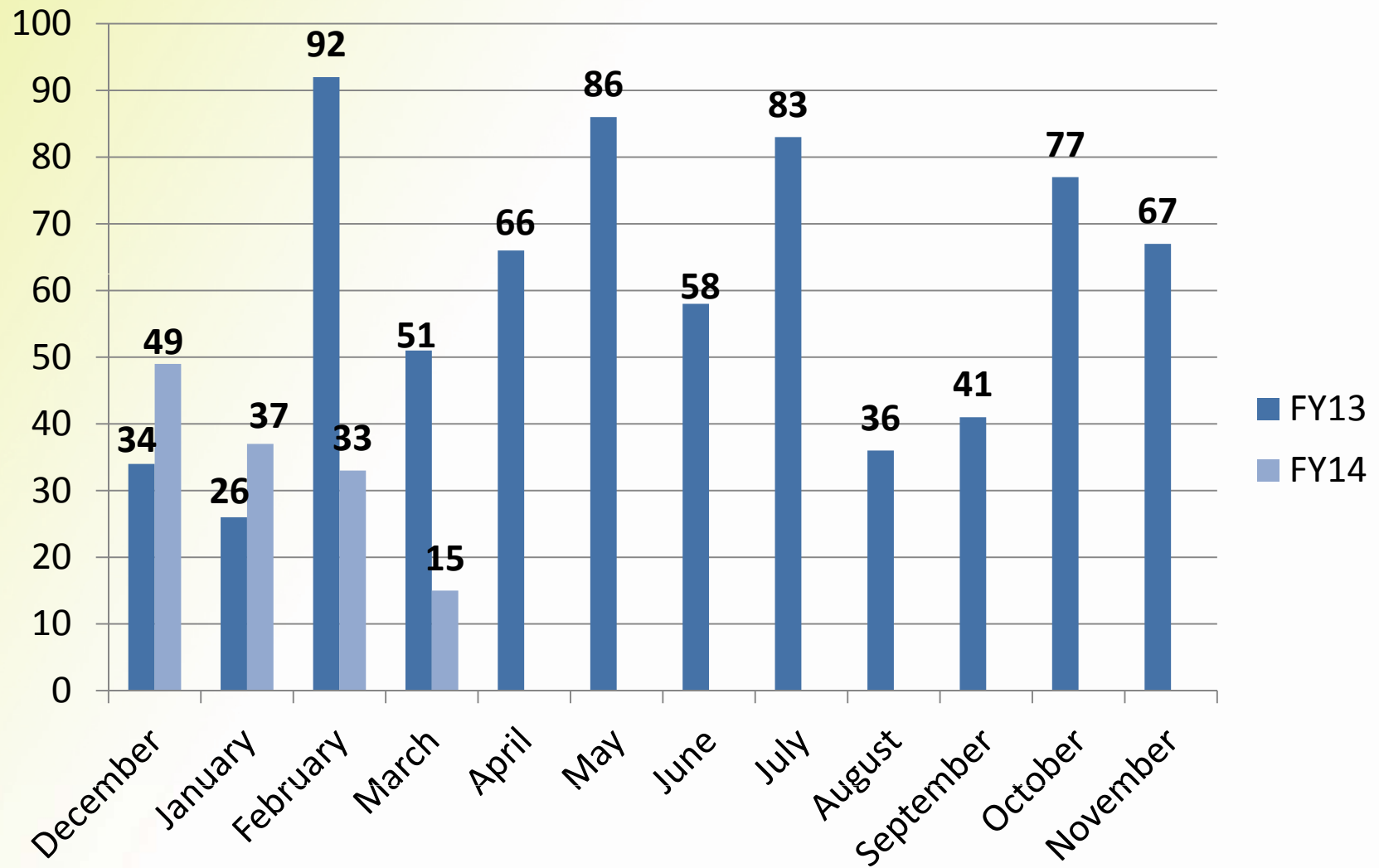
****The totals do not include the processing of House Staff***

Comparison of Vacancies Filled (Including Post Grads / House Staff) – CY12 to CY14






- Approximately 70% of the vacancies were filled by external candidates; 30% were filled by internal candidates.
- Of the 30% filled internally, half were promotional opportunities

Month-Over-Month Comparison of Vacancies Filled – FY13 to FY14



Recruiting

(Social Media Update)

Social Media Status	W/E 03/07	WE 02/07	WE 01/03	WE 11/29
LinkedIn "Connections" 	439	420	370	137
Facebook "Likes" 	120	114	105	93
Twitter "Followers" 	139	130	129	65



CCHHS Labor Relations

**Kevin Frey,
Senior Labor & Employment Counsel**

March 21, 2014



Closed Session

March 21, 2014